



Benefits Overview

Updated 12/14/2021

Health Insurance

PPO Health Coverage is provided by BlueCross BlueShield through the Educators Health Alliance. Employees can choose from two deductible options. The first option offers an individual annual deductible of \$1,200 (in-network) and family annual deductible of \$2,400 (in-network). The second option offers an individual annual deductible of \$2,500 (in-network) and family annual deductible of \$5,000 (in-network). Employees scheduled to work at least 30 hours per week are eligible.

Dental Insurance

PPO Dental Coverage is provided by BlueCross BlueShield through the Educators Health Alliance. The plan offers two preventative exams per calendar year, covered at 100 percent. Further dental care under his plan offers an individual annual deductible of \$25 (in-network) and family annual deductible of \$50 (in-network). Maintenance and Simple Restorative Dentistry, including applicable oral surgery, periodontics and endodontic services, are covered at 80 percent. Complex Restorative Dentistry, including crowns, bridges and dentures, are covered at 50 percent. Employees scheduled to work at least 30 hours per week are eligible.

Vision Insurance

Vision Coverage is provided by VSP. Employees can choose from a standard plan or premium plan. Spouse and dependents can be included in this coverage as well. Employees scheduled to work at least 30 hours per week are eligible.

Term Life Insurance

Term life insurance of \$30,000 is provided to employees scheduled to work at least 32 hours per week at no cost to the employee through Mutual of Omaha.

Voluntary Life Insurance

Employees scheduled to work at least 32 hours per week may elect voluntary life insurance for themselves or their dependents. Cost of the plan is based on age and is portable and convertible.

Long Term Disability

Long term disability insurance provides 60 percent of lost monthly earnings after six months of disability. Employees scheduled to work 32 hours per week or more are eligible for this plan at no cost to the employee.

Flexible Spending Accounts

The flexible spending account plan allows employees, scheduled to work at least 30 hours per week, to pay for certain unreimbursed medical expenses and dependent care expenses before taxes. This is a "cafeteria plan" under Section 125 of the Internal Revenue Code. For plan year 2022, up to \$2,850 is allowed annually (maximum \$570 carryover) for unreimbursed medical expenses and up to \$5,000 is allowed annually for dependent care expenses.

Retirement Plan

Eligible employees may begin contributions immediately to the 403(b) retirement plan. After an employee has been employed one year, following 1,000 hours of service they become eligible to receive the matching contribution. Participants contributing between 3-6 percent will receive an equal match percentage contribution from the university. The retirement plan has immediate full vesting.

This should not be considered to be a legal document. In the event of any conflict between this statement and the formal plan, the plan document will govern. Doane University reserves the right to amend or terminate any plan at any time at its sole discretion.